



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
HEADQUARTERS 25TH INFANTRY DIVISION
SCHOFIELD BARRACKS, HI 96857-6000

APVG-CG

29 August 2011

MEMORANDUM FOR ALL Leaders and Soldiers Assigned to the 25th Infantry Division

SUBJECT: Commanding General's Policy and Guidance for Physical Readiness Training

1. References:

- a. 25th ID "Fitness Forum", <http://www.25idl.army.mil/fitness.html>.
- b. US Army Physical Fitness School, <https://www.jackson.army.mil/sites/tssd/pages/284>

2. Purpose. To establish a baseline policy for Physical Readiness Training (PRT) in the 25th Infantry Division.

3. Philosophy. We are the strength of the Division. Regardless of remarkable advances in technology, the human dimension will always dominate the battlefield. Our ability to fight and win depends largely on our physical, emotional, and mental strength, fitness, and stamina. The physical demands of current operations place a premium on endurance, strength, and mobility. Our physical training programs and assessments are designed to build and measure our effectiveness in all three areas, not simply to score well on the APFT, APRT, and ACRT. The absolute essentials for all unit PRT programs are small unit leader education; structured, well-balanced training schedules; initial integration for new Soldiers; and injury prevention and rehabilitation programs that return recovering Soldiers to full capability as quickly as possible. To get the most out of our physical readiness, we must think and act like Soldier Athlete Warriors. I believe the most important part of our day, individually and collectively, is how we start the day, with physical readiness training.

4. Policy.

a. General Physical Training Programs. Unit commanders will design physical training programs based on the Soldier Athlete Warrior concept provided on the 25th ID "Fitness Forum" webpage which incorporates the eight principles of exercise (progression, regularity, overload, variety, recovery, balance, specificity, and precision). Programs focused on building Soldier Athlete Warriors obtain a higher level of performance, reduce injuries, and provide the desired exercise variety. You will also include battle-focused physical training using combat equipment in your programs. We want positive, confident, disciplined Tropic Lightning Warriors who are physically, emotionally, and mentally prepared to dominate any challenge.

b. Physical Training Guidance. All Tropic Lightning Soldiers will conduct PRT when in garrison from 0630-0800 hours daily. No activities will interfere with scheduled PRT sessions. Morning PRT is not only intended to develop strength in fitness, but also self-discipline. The first formation of the day allows leaders to teach, train, mentor, and build discipline in our ranks.

I am the approval authority for any PRT starting earlier than 0630 hours, including foot marches. Battalion Commanders may extend PRT hours beyond 0800, but must allow for adequate Soldier recovery time, including personal hygiene and nutrition. If Soldiers' duties prevent them from conducting PRT during these hours, commanders will establish PRT at an alternate time during the duty day. All PRT sessions are organized unit level activities. Units are prohibited from conducting organized sports during PRT hours (0630-0800). During field or live fire training, commanders will program field PRT into the training schedule, in order to maintain progressive fitness levels.

c. Required Components of Physical Readiness Training Sessions. All PRT sessions will consist of the following three required components: movement preparation (10 to 15 min), main exercise session (60 to 70 min), and recovery (10 to 15 min).

d. Foot Marching. Foot marching will remain an important component in our conditioning and combat readiness. In addition to building physical endurance and mental toughness, it is an excellent tool for measuring the discipline of a unit. It is the means to an end, not the end itself; our formations must be able to fight and win upon completion of the march. I expect leaders to take a thoughtful and progressive approach to prevent needless injuries and ensure sustainable combat readiness for mission accomplishment.

(1) Baseline.

(a) Every Soldier and unit must sustain the ability to move tactically on foot 6 miles in our combat kit (ACH, BLPs, ACUs, IBA, weapon, Camelbak, gloves, and boots). I believe that is what we are required to physically accomplish at any time, whether deployed or at any point in the ARFORGEN cycle as it represents our most probable and demanding dismounted movement with our fighting kit. We need to know that we can do it; that we can fight at any time in the progression and at the destination; and we need to get used to wearing and adjusting our gear.

(b) When we advertise the 25th Infantry Division's capability given the demands of the most physically challenging environment, I believe our combat units and selected combat support units must also be capable of a 20 mile approach march within 48 hours. This is a competing baseline goal and is tempered by the unit's focus on their known next mission and the associated ARFORGEN cycle. If a unit knows their next mission and it clearly could not include the chance of an approach march, commanders should remain focused on the foot march baseline found in paragraph 4.d.(1).(a) above. If a unit is preparing for an undetermined readiness cycle without an identified mission to a specific area of operations, then this requirement is the second baseline.

(2) Tactical Foot Marches. Tactical foot marches are collective training events and are conducted under the conditions in which we fight. Our Soldiers will wear and carry the same uniform and items of equipment they will fight in. In order to avoid unnecessary injuries to our Soldiers, we will not run in Individual Body Armor (IBA) or rucksacks, nor will we carry rucksacks while wearing IBA. Leaders will plan and adjust loads, march rates, and distances according to the mission and force capabilities, i.e. accounting for special population, as defined

in paragraph 4.e. below. Units may conduct tactical foot marches during physical training hours, tactical exercises, or as a means to get to and from training.

(3) Conditioning Foot Marches. Commanders will utilize conditioning foot marches to progressively develop, and maintain our Soldiers' ability to physically carry their combat loads while preserving combat power. Conditioning foot marches are physical training events. You may conduct conditioning foot marches in PT uniform with the appropriate boots. Conditioning foot march programs will incorporate an entry point and progressively develop newly arrived Soldiers and special population Soldiers to carry combat loads without injuring themselves in the process.

e. Special Population.

(1) New Soldier Integration. Battalion Commanders will develop integration programs that acclimatize our new Soldiers to the conditions. You will conduct physical fitness assessments to establish baseline capabilities and training strategies, and teach your new Soldiers how to execute PRT properly and safely in order to best prepare them for their combat mission while preventing needless injuries.

(2) Soldier Rehabilitation. Battalion Commanders will establish Warrior Rehabilitation programs no lower than platoon level. Soldiers need to remain connected and part of the very teams that they will fight with, regardless of their temporary medical or physical condition.

(a) Injured or Ill Soldiers. The PRT goal for Soldiers on temporary profile is to maintain a level of fitness while recovering from injury as thoroughly and quickly as possible. These programs will include properly supervised progressive rehabilitation through tailored exercise programs.

(b) Pregnant and post-partum Soldiers. All pregnant and post-partum Soldiers will participate in unit PRT programs within the limits of their medical condition and restrictions. Battalion Commanders will ensure pregnant Soldiers are cleared medically to participate throughout the term of the pregnancy and post-partum. Commanders are responsible for creating and enforcing effective, thoughtful, tailored, and positive pregnancy physical fitness programs similar to other remedial or rehabilitative physical fitness programs.

(c) Overweight Soldiers. Soldiers in the Army Weight Control Program require medical evaluation to determine whether an underlying medical condition explains or contributes to their overweight status. Soldiers with significant medical conditions would fall under the injured or ill population. The majority of overweight Soldiers do not have an underlying medical condition that makes them overweight. These Soldiers should be full participants in Physical Readiness Training. However, because many overweight Soldiers have become de-conditioned, leaders must be cautious in re-conditioning this population. Reconditioning programs for overweight Soldiers should combine cardiovascular exercise with strengthening, flexibility exercises, mobility, and dietary modifications to achieve a weight loss of 1 to 2 pounds per week until Soldiers achieve their optimal body weight.

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f. Nutrition and Recovery. Leaders will educate and motivate Soldiers to follow proper and healthy nutrition and sleep guidelines. Soldiers need to properly fuel the body before, during, and after PRT. The amount of fuel (calories) required is based on a Soldier's age, gender, height, weight and physical activity performed each day and they should consume a meal or a meal-supplement no later than one hour after each PRT session.

5. Unit Training Programs. Commanders at all levels will develop comprehensive programs that incorporate PRT based on their unit mission, goals established by higher headquarters, and where their unit falls within the ARFORGEN cycle. Battalion Commanders will incorporate PRT, as a component of comprehensive Soldier fitness, into all training briefs.

6. Division Soldier Athlete Committee. The Division has established a multidisciplinary team consisting of unit leaders, strength and conditioning coaches, physical therapists, dieticians, and nutritionists. This committee will continuously explore and refine policies and programs that will develop a cutting edge approach to Physical Readiness Training.

7. Conclusion. Physical Readiness Training is the most important day-to-day training we do in the Tropic Lightning Division. Commanders will protect this training to ensure that unit programs are focused and tailored to ensure that our Soldier Athlete Warriors achieve the highest levels of physical and mental fitness to meet the rigors and hardships of combat operations.

8. Point of contact for this memorandum is Lightning 6, at (808) 655-0025.

Tropic Lightning!


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Commanding